

Elmore County Food Pantry Inc

Executive Director / CEO

EIN 264263632

AL · NTEE K31

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Katherine Hall, Executive Director / CEO** (\$31,200) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

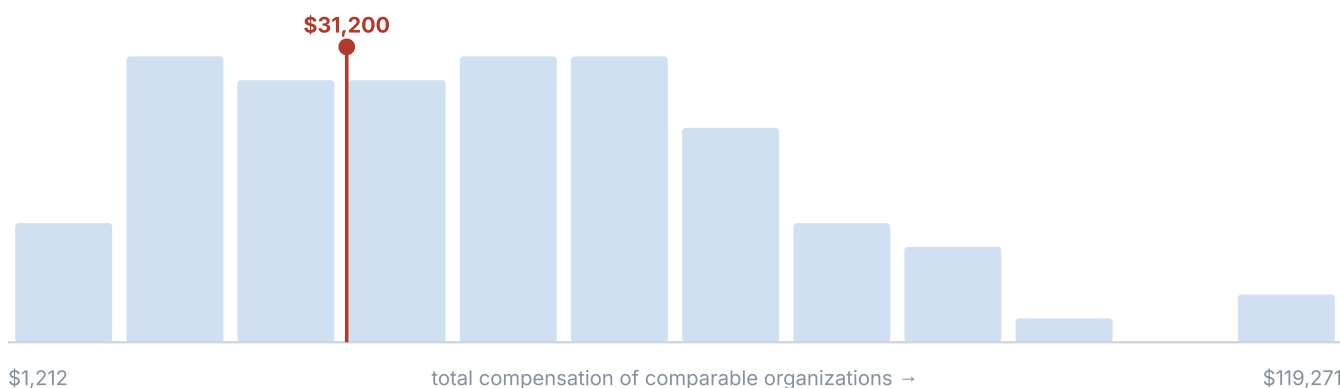
Benchmarked executive: Katherine Hall — reported title “DIRECTOR/MANAGER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K31).
BUDGET	Total revenue between \$327,103 and \$732,321 — 0.67x to 1.50x the subject's \$488,214 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K31), nationwide + budget 0.67–1.5x revenue.

84 organizations qualified on sector, size, and geography → **84** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,790	\$24,895	\$42,429	\$60,164	\$72,334	\$31,200
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to AL cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gap Ministries Of Augusta Inc	GA	\$486,802	Executive Director	\$58,000	\$52,433	2024
Middlebury Food Pantry	IN	\$499,461	Executive Director	\$62,308	\$59,076	2024
Parkland Cares Food Pantry	PA	\$500,525	Executive Di	\$37,500	\$33,622	2024
Community Food Cupboard Inc	VT	\$475,819	Administrator	\$66,888	\$60,530	2024
Waconia United Food Shelf	MN	\$475,346	Executive Di	\$82,207	\$73,032	2024
Anchor Point Food Pantry	AK	\$474,331	Executive Dir.	\$5,196	\$4,466	2024
Lamar County Food Pantry Inc	TX	\$469,326	Executive Director	\$61,311	\$56,769	2023
Warehouses4good	TX	\$507,893	Executive Dir.	\$53,084	\$47,742	2024
Vanburen Council For Human Services	CA	\$468,514	Daniels	\$41,000	\$31,831	2024
The 1017 Project	OR	\$468,316	Executive Director	\$46,500	\$38,825	2024
The Bread Of Life Inc	NC	\$508,582	Exective Director	\$26,961	\$25,046	2024
Community Bread Basket Inc	WV	\$467,093	Program Administrator	\$27,366	\$27,427	2023
Pickerington Food Pantry	OH	\$466,338	Executive Di	\$74,420	\$70,868	2024
Irvington My Brothers Keeper Inc	MD	\$466,068	Secretary	\$69,648	\$60,272	2023
Hope-net	CA	\$465,680	Executive Director	\$61,442	\$49,110	2023
Joyce Uptown Foodshelf Inc	MN	\$462,537	Director	\$62,271	\$56,955	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lander Care And Share Food Bank	WY	\$514,099	Executive Director	\$12,375	\$11,914	2024
Adams County Emergency Food Bank	CO	\$461,512	Executive Director	\$76,014	\$67,468	2023
Fish & Loaves	MI	\$461,198	Executive Director	\$75,000	\$71,656	2023
Oklahoma Black Historical Research Project Inc	OK	\$516,113	Executive Director	\$118,032	\$116,853	2024
Sharefest Will County	IL	\$460,087	President Director	\$5,333	\$4,714	2024
Topss	OH	\$459,037	Executive Director	\$51,931	\$49,452	2024
Backpack Weekend Food Program Inc	NC	\$521,851	Former Exec	\$54,088	\$48,952	2025
Hamilton County Harvest Food Bank Inc	IN	\$454,143	Exec Director	\$40,000	\$37,925	2024
Somebody Cares New England Inc	MA	\$523,239	Secretary	\$1,500	\$1,212	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to AL cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

Sample, role match & sensitivity

PEER COUNT 84 organizations. Compensation range \$1,212–\$119,271; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$488,214); for reference, expenses \$358,148 and assets \$1,112,595.

ROLE MATCH Katherine Hall, reported title "*DIRECTOR/MANAGER*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	33 rd
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	32 nd

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Katherine Hall) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 10, 2026, comparing compensation against 84 similarly situated organizations (Same NTEE sector (K31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,200 is reasonable (approximately the 33rd percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 10, 2026.